

# Amara Effertz

amara.effertz75@hotmail.com | 1-749-286-2630 x9896 | Nicolasstead, New Caledonia | <https://linkedin.com/in/Amara.Effertz36>

## PROFESSIONAL SUMMARY

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Experienced HR Manager with 8+ years focusing on Retail. Known for meun innovation.

## EMPLOYMENT HISTORY

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### Talent Acquisition Manager — Romaguera, Johnson and Thiel (2020-09-06 - 2023-05-17)

- Led recruitment for 33 roles across EMEA/US, reducing time-to-hire by 29%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 9%.
- Implemented a performance review program which improved engagement scores by 17 points.

### Talent Acquisition Manager — O'Conner Group (2018-12-29 - Present)

- Led recruitment for 100 roles across EMEA/US, reducing time-to-hire by 20%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 17%.

### HR Business Partner — Hane - Wilderman (2014-05-14 - Present)

- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Walter, Gerlach and Schneider (2016-06-03 - Present)

- Implemented a performance review program which improved engagement scores by 10 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 16%.

## SKILLS

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### Talent

Employer Branding • Recruitment

### Operations

HRIS (Workday/BambooHR)

### People Practices

L&D • Succession Planning • Employee Relations

### Compliance

Employment Law

## ACADEMIC BACKGROUND

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MSc Human Resource Management, Leffler - Labadie Institute (2020)

## CERTIFICATIONS

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- PHR
- CIPD Level 5/7